



## Highlights

### Halloween

See what Nellis has in store for our trick-or-treaters. See Page 20.

### Retiree Appreciation

Nellis Retiree Appreciation Day is Nov. 4. See Page 10.

### Memorial

Nellis finds a way to commemorate the Korean War. See Page 14.

### Time to change clocks

Don't forget to set clocks back Sunday at 2 a.m. Due to the time change, Manch Manor gates will close from 6 p.m. to 5 a.m.

### Boxing Tourney

The Air Force Academy Boxing Team competes in the Mitch Halpern Invitational Amateur Boxing Tournament 7 p.m. Saturday at the Palace Station. Tickets are \$5 for military members and children 5 and under. For more information, call 1-888-464-2468.



Photo by Airman 1st Class Ashley Sorrels

## Nighthawks draw attention

Left, Senior Airman James Fraser and Senior Airman Terance Herzog, from the 8th Fighter Squadron Holloman Air Force Base, N.M., review maintenance manuals. See related story on Page 8.

## 66th Rescue Squadron does it again

By Staff Sgt. Jim Bianchi  
AWFC Public Affairs

Two people were seriously injured Oct. 19 when the Hum-Vee they were riding in rolled over on the Nellis Air Force Range.

Injured were Senior Airman Brett Olson, Beale Air Force Base, who sustained injuries to his back, and Staff Sgt. Arin Finch, 99th Civil Engineer Squadron, who suffered a broken pelvis.

"In the middle of the phase II exercise we got the call that we needed to aerovac two people from range 62," said Lt. Col. Joe Callahan, 66th Rescue Squadron commander. "We scrambled the alert crew plus a flight surgeon."

"This was my first real mission while assigned to Nellis," said Maj. Joe Howard, 99th Medical Group's flight surgeon flight commander. "When the call came in I was the only one in the office, so I went."

When the rescue team arrived on scene, both airmen were already stabilized by Indian Springs Air Force Auxiliary Field fire and rescue per-

sonnel, he said. "They did a great job taking care of the patients before we got on scene. The work they did was impressive."

According to the flight crew, the helicopter was only on the ground 20 minutes, just long enough to secure the passengers and take off for the return flight to Nellis.

Because of the nature of the injuries sustained by both people, the flight was diverted to North Las Vegas Airport, where an ambulance was waiting to transport both of them to University Medical Center. The HH-60G is too large to land at the Medical Center.

"They were really lucky," said Maj. Howard. "I could see the damage to the vehicle. It's a miracle they weren't more seriously injured."

When asked about the overall response of the people involved, Maj. Howard had nothing but praise.

"After eight years in the military, this is the first time I saw everything work perfectly," he said. "Communications, the flight and all the people in support of the flight worked great together."

Sgt. Finch is recuperating at home from his injuries and Airman Olsen remains hospitalized.

### Rescue facts

The HH-60G Pavehawk helicopter's flight crew is normally six. Additional medical people and equipment can be added as necessary. The HHG can transport up to four people in litters and up to 6 ambulatory patients.

### Flight crew

Pilot: Capt. Paul Anderson  
Co-pilot: Capt. Bill Sullivan  
Flight Engineer: Tech. Sgt. Doug Evans  
Aerial Gunner: Staff Sgt. David Roger  
Pararescueman: Staff Sgt. Brian Jackson  
Pararescueman: Senior Airman Mike Ames  
Flight Surgeon: Maj. Joe Howard





# Undersecretary addresses retention



File photo

**By Tech. Sgt. Charles Ramey**  
**AWFC Public Affairs**

As the Air Force begins a new fiscal year, it also starts at ground zero for meeting recruiting and retention goals. During a visit to Nellis Oct. 19, Undersecretary of the Air Force Carol DiBattiste stressed the importance of meeting our recruiting goals and influencing those who already have joined the Air Force to stay for a career.

"We still need to work on retaining our first-term, second-term, and career airmen," Secretary DiBattiste said. "Our first-term retention is getting better. Our goal is 55 percent for first-termers and we improved our numbers from 49 percent in fiscal year 1999 to 52 percent in fiscal year 2000."

"But, our numbers for second-term and career airmen are not so good. Our goal is 75 percent for second-term airmen, and 95 percent for career airmen. We stayed constant in both for 1999 and 2000 retaining approximately 69 percent and 91 percent respectively."

As a result, Secretary DiBattiste said retention would continue to remain a top priority for the Air Force in fiscal year 2001.

"We are focused on retention across the board. We need top quality people to stay in the Air Force for 20 years and beyond," the secretary said. "We need to sustain the force in order to accomplish our mission. We need to hold on to the personnel in which we have invested so much training and experience, especially in critical skills areas such as maintenance, combat control, pararescue, communications, explosive ordnance disposal and linguists on the enlisted side; and nurses, pilots, navigators, engineers, scientists, and mission support specialists on the officer side."

"It is the people who do the work of the Air Force and make it great. We need them to not only come into the Air Force, but to stay."

Having accessed 34,369 new recruits into the Air Force in fiscal year 2000, Secretary DiBattiste hopes new retention initiatives will keep these airmen, and the rest of the service's 350,000-person force, in uniform for years to come.

"Secretary of the Air Force Whit Peters and Air Force Chief of Staff Gen. Mike Ryan have fought for several initiatives to improve retention across our Air Force," Secretary DiBattiste said. "First, we've seen three pay raises within a 12-month period. Last year's 4.8 percent pay raise was the largest our Air Force members saw in 20 years. Couple that with the targeted pay raise in July and a 3.7 percent pay raise in January and you have greatly improved direct compensation for our people. Second, returning the retirement sys-

tem back to where it should have always been, with members receiving 50 percent of their base pay at the 20-year point, represents yet another great compensation initiative which has a positive effect on retention."

The secretary also said leaders not only realize the importance of servicemembers, but they also acknowledge the vital role families play in mission accomplishment.

"We are working at the highest levels of the Air Force to improve our medical care system," Secretary DiBattiste said. "Access to care is a prime concern and we want to continue to improve the TRICARE system. We are working to nationalize TRICARE so that when our people move from one region to another, they can't tell the difference in the quality of the care they receive. We are also working on the medical claims process."

"Our people told us that in some cases they have debt collectors pursuing them to pay for treatment and services which are benefits provided under TRICARE. So we've put collection assistance officers at every TRICARE lead agent office and military treatment facility to help Air Force members better understand the benefit process and deal with any collection issues."

Another family area senior leaders are focusing on is child care. Secretary DiBattiste says the Air Force is currently running a pilot program at six Air Force bases extending child care hours. It seeks to validate the demand for extended hours at our child care facilities.

"We have about three months left in our test program and we're getting positive feedback," the

secretary said. "If the program is a success, it will be implemented Air Force-wide, giving us extended child care hours for all of our Air Force members."

In addition to pay and family initiatives, Secretary DiBattiste said the Air Force is also bringing back mentors to help airmen make an informed decision on the question of whether to stay or leave the Air Force.

"We will have 91 career assistance advisers Air Force-wide by the first of November," the secretary said. "Their whole job is to work with wing and squadron commanders integrating one-on-one with Air Force people and talking to them about the benefits of staying in the Air Force."

## **Expeditionary force**

The final key point Secretary DiBattiste addressed in terms of retention was the Expeditionary Aerospace Force, which recently completed its first year.

"Overall, EAF has been a success in guaranteeing combat capability to our theater commanders while giving most of our people the predictability and stability that they need," Secretary DiBattiste said. "Although we're not totally where we need to be yet, we are getting there. We're working to address such problems as one 90-day deployment every 15 months, as well as the support side of EAF, which we hope to have worked out soon."

"We want our people to know that the grass isn't always greener on the other side, and that the Air Force has a lot of great benefits to offer," the secretary concluded. "We want them to know that they are doing something important, making a difference for our country, and that we want them to stay."

## **Bullseye Editorial Staff**

**Maj. Gen. L.D. Johnston**

Air Warfare Center commander

**Lt. Col. Joan Ferguson**

Public Affairs director

**Mr. Mike Estrada**

Public Affairs chief

**Tech. Sgt. Gayle Barajas**

Chief of internal information

**Staff Sgt. Jim Bianchi**

Bullseye editor

**Ms. Cheryl Ernst**

Design and layout

**Photo support provided by the**  
**99th Communications Squadron Photo Lab**



The *Bullseye* is published by Aerotech News, a private firm in no way connected with the U.S. Air Force, under exclusive written agreement with Nellis Air Force Base, Nev. This commercial enterprise Air Force newspaper is an authorized publication for members of the U.S. military services. Contents of the *Bullseye* are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense or the Department of the Air Force.

The appearance of advertising in this publication, including inserts and supplements, does not constitute an endorsement by the Department of Defense, the Department of the Air Force or Aerotech News of the products or services advertised. Everything advertised in the publication shall be made

available for purchase and use of patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation or any other nonmerit factor of the purchaser, user or patron.

Editorial content is edited, prepared and provided by the Air Warfare Center Public Affairs Office.

The deadline for article submissions to the *Bullseye* is Thursday prior to the following week's publication. Articles must be typed and double spaced. Also include a name and a phone number of a person to contact should questions arise. Stories should be submitted directly to the Bullseye Office in Bldg. 620, or call 652-5814. Stories can be mailed to AWFC/PAI, Nellis AFB, NV 89151-5000. Submissions may also be sent via e-mail at [bullseye10@earthlink.net](mailto:bullseye10@earthlink.net)

All material is edited for accuracy, brevity, clarity and conformity to regulations. All photos are property of the U.S. Air Force unless otherwise stated.

For advertising information call 1-877-247-9288.





# Combined Federal Campaign runs through Nov. 21

**By Retired Col. Bill Goldfein**  
**Southern Nevada CFC**  
**2000 director**

Nellis CFC 2000 began Oct. 10 and runs through Nov. 21.

Nellis' goal for CFC 2000 is \$225,000, which is half of the Southern Nevada Combined Federal Campaign goal of \$450,000.

The approved goal is slightly under what was accomplished last year, nearly \$455,000.

The military forces in general and the Air Force in particular have been among the most generous contributors to the annual CFC.

This is partly because our military members are fully-accepted members of their local communities and as such, they derive the same benefits from these charities as the per-

manent residents. Nellis contributions are always recognized as a major segment of the annual drive.

This recognition forms an important part of the fine reputation our military members and their organizations have achieved and continue to uphold.

The purpose of CFC is to provide each federal employee the opportunity to contribute on an annual basis to the charities of their choice during each Autumn's six-week campaign.

The theme for the Southern Nevada CFC 2000 is "It's you, it's me...it's our CFC." Everyone that contributes to this year's campaign receives a ball point pen with the theme and CFC logo printed on it.

By making an annual

contribution and especially by using the payroll allotment method of contributing, your dollars make a major difference in the services and the health care provided not only to our neighbors and friends in both the southern Nevada area but also in the many national and international charities that qualify for participation in this very worthwhile campaign.

Each organization in the Air Warfare Center, 57<sup>th</sup> Wing, 99th Air Base Wing and our tenant organizations plus the other uniformed service offices in the Las Vegas area received contribution forms and brochures from the Nellis CFC coordinator, Capt. Lisa Woffinden, during the CFC 2000 training sessions in September.

To receive a form and brochure, contact your organization's representative. Also, members who

complete a pledge form can participate in this year's first-ever raffle for travel and resort prizes.

## *Nellis Salutes*

**Congratulations to the following quarterly award winners.**

**Air Warfare Center NCO**

Staff Sgt. John Mafnas

**Senior NCO**

Master Sgt. Jack Thomsen

**Company Grade Officer of the Qtr.**

2nd Lt. Eric Rucker

**Civilian**

Ms. Geneva Hert

Mr. Raymond Dubois



File image

# Committee addresses services issues

**By Tech. Sgt. Gayle Barajas**  
**AWFC Public Affairs**

Housing, recruiting, gender equality and the accessibility of childcare are just a few of the issues uniformed members of all services are concerned about.

The Defense Advisory Committee on Women in the Services is listening. The group addressed these issues and many others during its annual conference in Las Vegas, Nev., Oct. 19-22.

The issues the committee addresses come from focus group sessions. Other issues derive indirectly from focus groups.

"We are looking at things that are sometimes unsaid in terms of how women and minorities are being promoted and how it affects retention," said Ms. Candace Young-Richey, DACOWITS installation visit coordinator and Las Vegas resident.

Indirectly, promotion issues lead to recruitment and retention concerns.

To recruit people as well as reward those who are staying in are the biggest challenges for the committee, said Ms. Young-Richey.

"How do we recruit women and men and do so in such a good economy," she said. "The economy on the outside is bad news for the military because it

challenge," said Ms. Young-Richey.

"Retention and readiness are the overarching issues we hear in our focus groups. Our goal is to retain good people, particularly

"We serve as the eyes and ears for the secretary of Defense, and bring the news back to the communities about how important the services are to our communities as well as to national defense," said Ms. Young-Richey.

Committee members have visited 70 installations so far this year and have another 10 scheduled.

The committee's members are civilian men and women appointed by the secretary of Defense. DACOWITS was established in 1951 by former Secretary of Defense George Marshall.

DACOWITS is the longest-standing federal committee in the history of U.S. federal government.

"DACOWITS sees an America where our daughters will have the same opportunities to serve the Nation as our sons - where a full partnership exists between women and men that strengthens the power of America's military to guarantee our Nation's freedom," Ms. Young-Richey said this is the committee's vision.

For more information on DACOWITS, visit the Web site at [www.dtic.mil/dacowits](http://www.dtic.mil/dacowits).



makes it more difficult to recruit people.

"How do you strike a balance for people who have been in the service for years and provide them with both financial and other incentives when new people are given bonuses? Finding that balance is a real chal-

women, and to maintain readiness through retention," she continued.

DACOWITS provides the secretary of Defense and the services' leadership with advice, assistance and recommendations about women in the services and their effective utilization.



## Action Line

[commander.action@nellis.af.mil](mailto:commander.action@nellis.af.mil)

**652-4636**



**Col. Del Eulberg 99th Air Base Wing commander**

Nellis' Action Line is your direct line to the 99th Air Base Wing commander, Col. Del Eulberg. If you have worked through normal channels and are not satisfied

with the answer, the Action Line is your opportunity to ask questions or make suggestions about the subjects of concern to the Nellis community.

Please leave your name and phone number in case more specific information is required. You may also use our e-mail at: [commander.action@nellis.af.mil](mailto:commander.action@nellis.af.mil). Action Lines of general interest will be published in the Bullseye; others will be answered by phone. Remember, the quickest and most efficient way to solve a problem is to talk directly to the office that is responsible. This gives them a chance to help you and perhaps improve the process.

### Helpful phone numbers

BX Customer Service - 644-2044

Commissary - 643-7919

Child Development Center I - 652-4241

## Nellis wows Installation Excellence Evaluation Team

**By Col. Del Eulberg  
99th Air Base Wing commander**

Nellis is a proud team and once again we showed off our great asset — people — during the evaluation team's visit. I want to pass on my thanks as well as some observations from the ACC team and the Nellis leadership.

The ACC evaluators and Nellis leadership were very impressed during the Installation Excellence visit last week. The evaluators could not believe the high operations tempo Nellis enjoys and yet how motivated and professional our folks were. They were particularly impressed by all the great innovations that were highlighted during the many briefings they received by all the young professionals at Nellis.

You all knocked their socks off! The effort everyone put forth to make sure the base and the work areas looked their best really paid off. I don't think Nellis has ever looked better or our professionals ever stood taller!

The final decision on the overall Installation Excellence Award

will be announced next week. We will also have the results on which units and individuals will be forwarded to Air Staff from the 104 packages we sent forward for individual and unit recognition.

Win or lose at the installation level, I'm most proud of the effort that was put forth by all the super-

visors and commanders at Team Nellis to make sure their hard-working superstars were recognized. It was clear to every evaluator that our success depends on each individual Team member. Thank you for going the extra mile.

I'm proud to be a part of this Team, the finest in the Air Force!



Photo by Senior Airman Chris Flahive

**Staff Sgt. Kelley Klimek, 99th Mission Support Squadron, goes through the unit's storyboard presentation for the Installation Excellence Team inspectors.**





# Leadership success: Recognition, feedback, respect



Photo by Staff Sgt. Jim Bianchi

**By Chief Master Sgt. Harry Ellam  
57th Component Repair Sqd.**

Why are some supervisors successful where others fail?

Why is it some leaders with average intelligence succeed, where the overly intelligent fall short? And why is it you can work so long and hard that smoke comes out of your ears, when others make the “winner’s circle” seemingly blindfolded?

**Strong values**

So what makes the successful tick, and how can you too champion your own success story?

First — you have to seek out your best mentors: your spouse, your supervisor, your professional warrior colleagues. Second, adopt successful leadership values: a blend of heart, character and sound judgment. By themselves, these attributes can stand alone, but when collectively synthesized with the correct blend of genius, successful leaders have certain core traits that rise to the occasion. Some essential traits include recognition, feedback from subordinates and respect.

**Public recognition**

So what exactly are the benefits of recognition? Consider an analogy with your personal checking account. “Deposits” are learning more about those at work, getting involved in quality of life issues and recognizing co-workers for a job well done.

How much time does it take to write a letter of appreciation, publicly recognize a job well done,

or write an awards package for outstanding performers? Make the time and remember, it’s your people who got you promoted.

Now, take that same supervisor and make one too many “withdrawals.” A few non-sufficient fund hits might not hurt, but if you excessively micro-manage, criticize in public, fail to recognize superior performers and expect nothing less than perfection all the time, subordinates won’t respect you.

**Honest feedback**

Receiving feedback from subordinates is another critical trait. What can you as a supervisor gain by asking your subordinates to tell it like it is, to listen to all those doom-and-gloom problem areas you’ve always been scared to approach, and to sincerely care enough to get to the heart of the matter?

Listen. People are what make our business and the better you strive for understanding and action for their issues, the better

your likelihood of success.

**Universal respect**

Never take your people for granted. Treat military and civilians with all due respect. Give people direct eye contact when talking to them. Finally, be sincere and understanding.

What are the telltale signs of leadership with the right stuff? Maybe people at work suddenly become happier, productivity soars through the roof, your boss regularly passes on kudos and subordinates may even come to you with their personal problems. All because they know in their hearts you care.

You care because you know how important your people are and they know you’ve laid a leadership foundation of recognition, feedback and respect.

That, my friend, is the challenge to your legacy, for you know we are measured by what we leave behind, not by what we take with us.



# Nighthawks slip through dark Nevada skies

**By Tech. Sgt. Gayle Barajas**  
**AWFC Public Affairs**

The world's first operational aircraft designed to exploit low-observable stealth technologies and precision engagement – the F-117A Nighthawk – is flying from Nellis at night.

F-117s from the 8th Fighter Squadron, Holloman Air Force Base, N.M., are here in support of the first Red Flag that includes extensive electronic warfare operations.

"Integrating the two (Red and Green Flags) is a good thing," said Maj. Steve Garland, 8th FS assistant operations officer. "You can't have one without the other-now, Red Flag better reflects how we'll deploy and employ."

Nellis hosted the last Green Flag this year. In the future, all Red Flags will incorporate electronic warfare assets that were extensively used only during Green Flags.

Even with the added electronic warfare assets, Red Flag's mission remains the same – train aircrews the way they would fight.

"The idea behind Red Flag is to get us ready to go to war," said Lt. Col. John Good, 8th FS commander. "We get a number of composite force missions under our belt in a combat scenario during flag exercises."

"The training here exposes us to what its really like in combat, which increases our survival

rate," said Col. Good.

Most aircrew losses during World War II and the Korean and Vietnam wars occurred in the first 10 combat missions. Realistic Red Flag exercises give aircrews their first 10 combat missions and have significantly reduced combat losses.

Pilots aren't the only ones who receive invaluable training during flag exercises.

Electronic warfare and intelligence personnel, mission planning staffs and maintainers receive training in this realistic atmosphere as well.

"The training here provides a real world aspect for maintainers," said Staff Sgt. John Bell, 8th FS crew chief. "We actually get the jets ready as if it were a real-world mission."

Col. Good noted that Red Flag forces units to adapt to a new environment, especially not having supplies in the usual spots.

"Here you have to be innovative, said Senior Master Sgt. Dean Hall, 8th FS. "We can't just go in and get what we need, like we would do if we were at our home station."

Participating in exercises, other than the ones at Holloman, also gives the unit a chance to validate pack-out plans, said Sgt. Hall.

Validating pack-out plans helps to ensure when the unit deploys in support of a real-world situation it has all the basic components it needs to keep the planes in the air.

"Force integration, basic lessons about mission planning and sustainment operations are just a few of the things we learn here to help ensure real combat operations run smoothly," said Col. Good.

It is logical that Red Flag will continue to change to meet Air Force needs and incorporate new command concepts, according to Col. Good.

"When I enter into a real-world situation, I'm less likely to be surprised because I've been there before-its not new-I trained for it here," said Col. Good. "I'd love to train like this more often."



Photo by Airman 1st Class Ashley Sorrels

**F-117 from Holloman Air Force Base at Nellis for the Red Flag exercise.**



Photo by Airman 1st Class Ashley Sorrels

**Tech. Sgt. Paul Lomaglio, NCOIC Motivational Flight, corrects a student during an inspection.**

## Motivational flight program

**By Staff Sgt. Jim Bianchi**  
**AWFC Public Affairs**

Developed by the 99th Air Base Wing as a tool to help boost retention, the Motivational Flight helps young airman get back on track and make the Air Force a career.

"The motivational flight is here to help make every airman productive," said Tech. Sgt. Paul Lomaglio, NCOIC of the Motivational Flight. "It's not punishment. It's a tool used to fix a problem."

Airmen who fail to meet the minimum standards for conduct and performance, and have not yet received an Article 15, may be recommended for the program by anyone in their chain of command. Once assigned to the flight, instruction is given in a basic-training-like environment, stressing the Air Force core values of integrity, service before self and excellence in all we do. Any first-term airman, E-1 through E-4, can attend the 30-day course, said Sgt. Lomaglio.

The ultimate goal of the program is to return young airmen to their units to productively and honorably fulfill their Air Force commitments. The motivational flight is not used as punishment, "It is a

learning tool used to help point airman in the right direction," Sgt. Lomaglio said.

Supervisors are the best judges of who is a good candidate for the flight, said Sgt. Lomaglio. If a supervisor realizes that the airman has not met the standards set forth by the Air Force, they can recommend the airman be assigned to the motivational flight. Typically, a young airman who has been repeatedly counseled for substandard behavior or even given a written letter of reprimand is a good candidate for the flight, he said.

The flight is manned by an all-volunteer staff consisting of two instructors and the chief of the flight. Guest speakers from the base Legal Office, Health and Wellness Center, Military Equal Opportunity, Inspector Generals office and Area Defense Council provide instruction to each class. Also, senior noncommissioned officers from various units on base may also address the flight offering words of encouragement and experience.

"We can help airmen who are having a hard time meeting the minimum standards of conduct and behavior, before it ends their careers," said Sgt. Lomaglio.

For more information on the Motivational Flight, call 652-7152.





# Ideas net civilian, sergeant \$20,000

WRIGHT-PATTERSON AIR FORCE BASE, Ohio (AFPN) — Two Air Force Materiel Command people are each \$10,000 richer thanks to the IDEA, or Innovate Development through Employee Awareness program.

Mr. Nicholas Marion, Robins Air Force Base, Ga., earned his award for reducing the size of a testing device from that of a shipping crate to that of a suitcase. Staff Sgt. Charles Hoffman, Hanscom Air Force Base, Mass., received his award for finding a way to rewrite an antiquated computer system's software to a language any personal com-

puter can handle.

According to IDEA program monitors, Mr. Marion's IDEA saved the government \$1.1 million after conversion costs. Sgt. Hoffman's IDEA saved the Air Force an estimated \$294,000 and it modernized his unit.

The IDEA program data system has completed its first year, according to Ms. Anita Sanders of AFMC's IDEA office. IPDS is an automated system designed to provide all Air Force users access from any Air Force desktop computer.

Ideas can be submitted and evaluated as

well as people recognized for their approved IDEAS through IPDS, Ms. Sanders said. People using a military computer can access IPDS at the following military-only Web site <https://ideas.satx.disa.mil>.

Ms. Sanders said the AFMC program received 253 new submissions for FY00. Employees in her command were awarded \$61,705 for 173 approved IDEAs. Tangible savings for this period were \$1,691,546.

For more information on the IDEA program at Nellis, call Ms. Kim Walters, IDEA program manager, at 652-4332.

## Annual Nellis Air Force Base Military Retiree Appreciation Day

**Nov. 4**  
**9 a.m. to 3 p.m.**

**Nellis Air Force Base Conference Center, Bldg. 555, activities:**  
9 to 10 a.m. - Welcome remarks from 99th Air Base Wing commander  
10 to 11 a.m. - Keynote speaker  
11:15 to 11:30 a.m. - 99th Medical Group commander and Tri-Care briefing  
1 to 2 p.m. - Threat Training Facility tour  
2 p.m. to 3 p.m. - Keynote speaker

**The alternate location is the Theater.**

**All day events:**  
A flightline tour departs from the conference center every hour.  
Receive assistance with identification cards, survivor benefits, Cold War certificates and vehicle registration and passes from the Mission Support Squadron, Bldg. 20

**Medical Group shots, briefings:**  
Tetanus shots, Veterans Administration, Health and Wellness Center, Pharmacy, Tri-Care

**Medical Group activities:**  
The Information Fair is 11 a.m. to 3 p.m. at the conference center.

**Eating facilities:**  
8 a.m. to noon - Breakfast - Retirees receive a 25% discount at the Enlisted Club, Bldg. 324  
11:30 to 12:30 - Lunch at Mountain View Dining Facility, Bldg. 567

For more information, call 652-6910.





# Our strategy: One Air Force...one network



File photo

**By Gen. Michael Ryan**  
**Air Force chief of staff**

Last month, the secretary of the Air Force and I made a commitment to increase the combat power of the Air Force by fundamentally changing the way we leverage our information technology networks. Our strategy is called "One Air Force...one network."

Gathering, moving, and manipulating information is fundamental to everything we do in our Air Force. Air Force Vision 2020 acknowledges information superi-

ority as a core Air Force competency because it provides our joint team the ability to control and exploit information to our nation's advantage and ensures we have decision dominance. Decision dominance means we can make smart decisions faster than our adversaries. Wiser use of information technology is our edge.

modernization priorities. The combat power of our top-of-the-line weapon systems is enabled by our information network's ability to tie critical information together faster than anyone else can. Resourcing is a collective Air Force responsibility demanding innovative, ingenious approaches. The day is gone when one is exclusive of the other.

---

***"The combat power of our top-of-the-line weapon systems is enabled by our information network's ability to tie critical information together faster than anyone else can."***

---

**Gen. Michael Ryan**  
**Air Force Chief of Staff**

---

## **Awesome power**

In the Balkans and Iraq we demonstrated the awesome power of precision attack with guided munitions and real-time targeting. We leveraged sensor-to-shooter capabilities over a 12,000 mile loop in minutes...an inkling of decision dominance to come. We must continue to expand this decisive, network-enabled, combat edge.

Modernizing our information systems ranks with other Air Force

## **Big steps**

We've already taken big steps on our journey towards One Air Force...one network. The leadership held an information technology summit and asked industry experts and the MAJCOMs to form focus groups with their best and brightest to help us jump start this effort. Our first task was to design the overall concept of operations that will deliver a global Air Force "e-tone" which, like the global "dial

tone," delivers the same robust service anywhere in the world.

This is not about changing information technology or the network. It is about increasing our combat power by leveraging the advantages of information technology.

It is about providing every airman access to rich training resources, simple and intuitive self-service Web-based tools, and the ability to communicate reliably, securely and globally all the time.

The leadership meetings at Corona Fall mark the first way point for the focus groups. The Air Force "White Pages," Portal ("My.AF"), and e-mail groups will demonstrate the initial versions of their products and concepts for achieving significant improvement. I have charged these teams to change the Air Force, and to do it by June 30, 2001.

These are exciting times in the history of the Air Force. Through one Air Force...one network, we are taking the right steps towards the decision superiority necessary to protect and defend America's interests in the Information Age. Join us on this important journey.



Photo by Airman 1st Class Ashley Sorrels

### ***Lomie Heard celebrates 51st***

***Ms. Lomie Heard talks with students from a 5th grade class at Lomie Heard Elementary School about life when she was principal.***

## **Red Flag's 25th Anniversary**



***Red Flag celebrates its 25th anniversary November 10 and 11. Nellis will host a golf tournament at Sunrise Vista Golf Course with a formal dinner to follow. Gen. John Jumper, Air Combat Command commander, is the scheduled guest speaker. For more information, call Lt. Col. Paul Geier at 652-4440.***





# Warrior of the Week

Senior Airman Selina Phillippi



**Unit:** Air Warfare Center

**Duty Title:** Command section executive support

**Home Town:** Portland, Ore.

**Time in the Air Force:** 3 years and 5 months

**Time at Nellis:** 3 years

**Hobbies:** Reading, dancing, hiking

**Most significant Air Force memory:** Getting to participate in a rescue exercise with the 66th Rescue Squadron



Photo by Airman 1st Class Ashley Sorrels

*Nellis Now*



Photo by Staff Sgt. Jim Bianchi

**99th Medical Operations Squadron**

***Airman 1st Class Lakiesha Wheatley, 99th MS ambulance driver, prepares for another response. Emergency services are available 24 hours a day from the Mike O'Callaghan Federal Hospital.***



# Halloween info

## Time Out

The Time Out Sports Bar & Grill holds a pre-Halloween party for adults tonight, 6 to 11 p.m. Come out for food and beverage specials and giveaways. The person with the best costume receives a prize.

## Community Center

A haunted house, sponsored by 896th Munitions Squadron, is open today and tomorrow from 6 to 9 p.m. at the Community Center Dock. This fund-raiser for Nellis youth costs \$1 for members and \$2 for nonmembers. This event is geared for children ages 6 and up. However, children 5 and under are welcome to attend with parental approval. Nellis Boys & Girls Club hosts a costume contest Tuesday at 5 p.m. Prizes are for the funniest, scariest and cutest costumes.

## Club news

All ranks are invited to the children's Halloween party at the Officers' club Sunday, 10 a.m. to 1 p.m. Cost of \$4.95 includes a children's buffet. Children under 2 are free. Events include children's games, best costume contest, trick-or-treating and more. The Enlisted club's haunted house is Monday, 5 to 7 p.m. and Tuesday, 4 to 6 p.m. Entrance is free for club members and \$1 for nonmembers. Each child receives a bag of treats.

## Costume party

Children ages 1 through 6 are invited to the Library for fun, games and treats Tuesday at 3 p.m. Call to sign up.

## Halloween reminder

Pet owners are reminded that Halloween can be a very hazardous night for the family pet. Extra care should be taken to keep pets inside so they don't become "tricks" for the trick-or-treaters. Keep treats out of the pets' reach. If your pet needs medical attention, Veterinary Office appointments are available with the doctor or technician Tuesday mornings and Friday mornings. The clinic sees pets for minor medical problems, limited lab work, health certificates and vaccinations. For more information or to schedule an appointment, call **652-2230**.

## Tips for a safe Halloween

- \* Watch for children walking on roadways, medians, and curbs, but especially darting out from between parked cars.
- \* Carefully enter and exit driveways and parking lots.
- \* Do not wear your mask while driving.
- \* Reduce speed at twilight and watch for children.
- \* Always supervise children under age 12.
- \* Establish a return time.
- \* Inspect treats before they are eaten.
- \* Plan and discuss the route trick-or-treaters intend to follow. Know the names of older children's companions.
- \* Review all appropriate trick-or-treat safety precautions, including pedestrian/traffic safety rules.
- \* Walk, do not run, from house to house.
- \* Trick-or-treaters should walk on sidewalks. If there are no sidewalks, walk on the left side of the road, facing traffic.
- \* Also, respect the peace and privacy of residents who do not participate. If the porch or exterior front light is out, don't approach the house.

**Happy Halloween!**





# Nellis intramural football schedule

**Monday**

99th SFS #2 vs 15th Reconnaissance Squadron 5:30 p.m.  
57th Operational Support Sqd. vs 57th Falcon 6:30 p.m.  
57th EMS vs 11th Reconnaissance Squadron 7:30 p.m.  
99th Comm. Squadron vs 99th Medical Group 8:30 p.m.

**Tuesday**

66th Rescue Squadron vs 99th Services Squadron 5:30 p.m.  
99th SFS #1 vs 99th Transportation Squadron 6:30 p.m.  
57th AGS/Viper vs 99th Supply Squadron 7:30 p.m.  
57th Logistic Support Squadron vs 57th AGS/Eagle 8:30 p.m.

**Wednesday**

57th Falcon vs 15 RS 5:30 p.m.

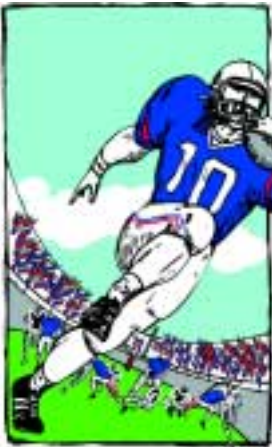
99th Civil Engineer Squadron vs 99th SFS #2 6:30 p.m.  
57th EMS vs 57th OSS 7:30 p.m.  
99th MDG vs 11th RS 8:30 p.m.

**Thursday**

99th SPS vs 57th AGS/Eagle 5:30 p.m.  
820th Red Horse vs 66th RQS 6:30 p.m.  
99th SFS #1 vs 99th SVS 7:30 p.m.

**Nov. 3**

99th Trans vs 57th AGS/Eagle 5:30 p.m.  
57th CRS vs 99th SPS 6:30 p.m.  
99th SFS#1 vs 57 AGS/Eagle 7:30 p.m.  
820th RH vs 99th Trans 8:30 p.m.





## Nellis News

### **Korean War veterans**

Team Nellis will hold a retreat ceremony and luncheon for Korean War veterans. Korean War veterans should call Senior Airman Kelley McErlane at 249-1544 to ensure they are recognized at upcoming events.

### **AFSA**

The Air Force Sergeant's Association is holding their annual Thanksgiving dinner Nov. 9 at the Enlisted Club. Social hour starts at 6 p.m. with dinner at 7. The cost is \$8 and the deadline for signing up is Nov. 6. For more information or to RSVP, call 453-1627 or 647-9400.

### **Physical Therapy fun run**

Physical Therapy sponsors a 5K run at the base Fitness Center Wednesday. Participants should gather at the front entrance at 6:30 a.m. For more information, call 653-3100.

### **Housing residents**

When having a yard sale, do not post signs on base, or in the medians for Manch Manor. Residents may advertise in the *Bullseye* or local papers, but the sponsor is responsible for escorting visitors on base. Only hold sales from 8 a.m. to 2 p.m. the first and third Saturdays of the month. Occupants are responsible for damage to government property as a result of having a sale and must ensure visitors do not block driveways. These details are published in the Nellis Supplement to AFP 90-5. The new housing brochure will include these details.

### **Housing decor**

Holiday decorations are authorized for 30 days before and after a holiday. Do not place decorations or lights on the roof or the stucco. Residents are held liable for damage to the house

caused by piercing stucco. Turn lights off at night by 11 p.m. and keep them off during daylight hours.

### **Chief positions**

The Chiefs' Group is seeking volunteers for the command chief master sergeant position at 48th Fighter Wing, RAF Lakenheath, United Kingdom, reporting no later than Feb. 28. For more information, call 652-9073/9459.

### **Retirement ceremony**

Retirement ceremony for Chief Master Sgt. James Paschall, 15th Reconnaissance Squadron, is scheduled for Nov. 9 at 3:30 p.m. in the Enlisted Club. For more information, call Senior Master Sgt. Guthrie Michael at 652-0692.

### **Soccer**

Nellis' soccer team needs players. For more information, call Staff Sgt. Shawn Croutcher at 2-1805, or e-mail

[shawn.croutcher@nellis.af.mil](mailto:shawn.croutcher@nellis.af.mil).

### **Dining out**

The 820th RED HORSE Squadron holds a dining-out Nov. 4 at 8 p.m. in Area 2 at the unit's mobility processing building. Cocktails start at 6 p.m. and dinner is at 7. All former horsemen are invited. For more information, call Master Sgt. Vernon Boardley at 652-1632.

### **Pass and Registration**

Pass and Registration opens at 1 p.m. Wednesday. The section is closed in the morning for an inventory.

### **Intramural basketball**

A basketball coaches meeting is Nov. 13 at 9 a.m. in Outdoor Recreation. The basketball intramural season begins Dec. 4. For more information, call 652-6433.





# Nellis Living

**Editor's note:** Bullseye submissions are due by noon the Friday prior to publication.

## Base Theater 652-5020

### Show times

Unless otherwise indicated, all show times are 7 p.m. with Saturday matinees at 1 p.m. To subscribe to the e-mail mailing list, send your requests to angel1m@lvcm.com.

### Today

#### Bring It On (PG-13)

Kirsten Dunst,  
Gabrielle

Union

#### Saturday, Sunday, Monday

#### The Original Kings of Comedy (R)

Steve Harvey, D.L.

Hughley

#### Thursday, Nov. 3

#### Bait (R)

Jamie Foxx, David  
Morse

\*\*\*\*\*

### \*\*Theater

#### is closed

#### Tuesday and Wednesday\*\*

\*\*\*\*\*

## Chapel 652-2950

### Weekly schedule:

#### Catholic worship

**Mass:** Monday through Friday, 11:30 a.m.

**Saturday:** Reconciliation, 4 p.m.; Mass, 5 p.m.

**Sunday:** Mass, 9:45 a.m. and 12:30 p.m.

#### Protestant worship

**Sunday:** Gospel service, 8 a.m. Traditional service, 11:15 a.m.

## Classes/Activities Religious Education

**Catholic Religious Education classes** for ages 3 through 12th grade is Sundays from 8:20 to 9:30 a.m. and 11 a.m. to 12:10 p.m. For more information, call 652-5953.

**Protestant Religious Education class** is Sundays from 9:35 to 10:50 a.m. For more information, call 652-7950.

**Young Adults** meet 6 to 7:15 p.m., Wednesdays at the Chapel Annex. For more information, call 644-6568.

**Protestant Youth of the Chapel** meet 1:30 p.m. Sundays in the Chapel basement.

**Officers' Christian Fellowship** has three home Bible studies. To find one near you, call 656-8707.

**Men of the Chapel** meet the first and third Tuesdays of each month at 11:30 a.m. in the Chapel basement.

**Protestant Youth of the Chapel** meets Sundays at 1:30 p.m. in the Chapel basement.

**"Lord, I need grace to make it"** is a study on the endless grace of God. Classes are Thursdays through Nov. 16 from 10 a.m. to noon and 7 to 9 p.m. For more information, call 643-5981.

**Widows in the Neighborhood** monthly activities include lunches, local tours and attending performances. For more information, call 459-1324 or 453-4858.

**Bible Study** is Wednesdays at 9:30 a.m. in the Chapel Annex. For more information, call 459-1324 or 453-4858.

**RCIA**, for any adult interested in becoming a Catholic, is Sundays at 1:45 p.m. in the Chapel Annex. For more information, call Mr. Glenn Noehl at 648-1401.

## Bowling Center 652-2160

### Bowling Tourney

A Skins Bowling Tournament is Nov. 18 at 2 p.m. for all Bowling Center patrons. Winners receive cash prizes. No handicap is required. Entry fee is \$25. Sign up no later than 30 minutes prior to start time.

## Community Center 652-5014

### Base talent show

Singers, dancers, musicians, stage technicians and more are needed for the base talent show Nov. 17 at the Base Theater. Active-duty members may go on to compete at command and Air Force levels and have the chance to be in "Tops In Blue." Sign up now.

### Family contest

Everyone is invited to enjoy an evening of free entertainment and cheer on co-workers and neighbors at the Family and Teen Talent Contest Nov. 3, 7 p.m., at the Community Center Dock. Winners will be videotaped and submitted to Air Force competition. Winners will receive certificates of achievement and U.S. Savings Bonds. Volunteers are needed to help with lighting, audio and props. Anyone interested should contact the Community Center.

## Education Office 652-5280

**The Education Office closes today at 2 p.m.**

### CCAF graduation

The Nellis Education Center holds commencement exercises Thursday at 3 p.m. in the Chapel. A reception in honor of the graduates is held in the Enlisted Club following the ceremony. Graduates should report to the Chapel at 2 p.m. for rehearsal.

## Spouse scholarship

The Education Center has applications for the Aerospace Education Foundation Scholarship. This scholarship is for Air Force spouses' worldwide to pursue various degrees. Deadline for applications is Wednesday.

### Test taking

Study Skills and Test Taking Class schedules are available for the new fiscal year. Learn techniques on reading and remembering what was read, studying for tests, and test-taking tips.

## Univ. of Oklahoma

Make a resolution to get your master's degree. Application and enrollments for Fall 2000/Spring 2001 are now being accepted for the Master's of Public Administration program at the University of Oklahoma. For more information, please call Ms. Laurie Boetcher at 652-9453 or e-mail [apnellis@ou.edu](mailto:apnellis@ou.edu).

## Embry-Riddle

Embry-Riddle Aeronautical University offers associate's, bachelor's and master's degrees and safety/logistics certificates. For more information, call 2-2389, or e-mail [Nellis-center@acts.db.erau.edu](mailto:Nellis-center@acts.db.erau.edu).

## Univ. of Phoenix

Start an MBA in November at Nellis and finish in two years anywhere in the world. For more information in graduate or undergraduate programs, contact UOP at 652-5527.

## Enlisted Club 652-9307

### Dining discount

The club is rewarding its members with a surprise discount during October. All evening dining room guests receive a surprise discount with each meal. All lunch guests are entered in a drawing for one surprise discount each day. Membership applications are available. Call for information.

## Family Support Center 652-3327

### Couples seminar

The second session of the Couples Communication Seminar is Thursday, 6 to 8:30 p.m. Call now to reserve seats.

### 'Fiscally' fit

Want to start or add to a savings or investment plan? Find money for those little extras? Wipe out debt? Come to In and Out Budget class Mondays from 2 to 5:30 p.m. Bring LES or other pay statements, receipts, checkbook, bills and a calculator. Get help compiling the numbers and completing the financial readiness forms. Then sign up for a free financial check-up to set up a personal fiscal fitness plan.

## Golf 652-2602

### Hours change

Starting Sunday the course will open at 6 a.m. The pro shop and snack bar open at 5:30 a.m.

## HAWC 653-3376

### Cholesterol

Do you know your cholesterol number? A number greater than 200 could mean a risk for heart disease. Take the time to see if you are at risk. For more information, contact the HAWC at 653-3376.

## Outdoor Recreation 652-8967

### Property sale

Outdoor Recreation holds a sale on excess non-appropriated fund furniture and equipment Nov. 3, 8 to 11 a.m. Sealed bids are accepted Nov. 3 through 9 on two vehicles, a 1992 GMC van and a 1992 24-passenger Diamond bus. For more information, call Outdoor recreation.